



FLONE
INITIATIVE

Flone's Annual Report 2017

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This report is a summary of the achievements, work and challenges for Flone Initiative Trust during the year 2016-2017.

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The year 2017, was a great year for Flone Initiative, as all the objectives set at the beginning of the year were met and exceeded. The success achieved so far is all thanks to God, the Flone dedicated team and the financial support of our donors, Global Fund for Women.

Flone has had great support from other partnering organizations namely ITF, ITDP, NGECC, Public Transport SACCOs ie Kani, Kayoline, Indimanje, Embasava to name a few.

In 2017, Flone's two main programs were being implemented, Usalama Wa Uma and Women in Transport (WIT), which had had great achievements despite challenges on the ground. The completion of the Violence Against Girls and Women (VAGW) Baseline Survey, brought to light major women rights violations that are still happening in Kenya. Cases of harassment in the public spaces are still happening as more incidences were mapped on Ushahidi Platform. Below is a detailed report of all the activities that were implemented, the success achieved, challenges faced, lessons learnt and way forwards.

This is a detailed report of all the activities Flone Initiative implemented, the success achieved, challenges faced, lessons learned and what we are planning as an organisation in the years to follow.



USHAHIDI PLATFORM

The platform was redesign mid 2017 to make it user friendly making it easier and faster for sexually harassed survivors or witnesses to file their report on the platform. This has been achieved after the addition of a number of categories on the platform. In addition, visitors of the platform can now view incidences of their choice based on the category of interest. The platform has increased the number of mapped harassment incidents from 30 to above 90.

Flone also added a map on the platform that has helped identify areas that are more prone to harassment of women in the streets and public transport vehicles. The platform has also added more resource tabs where the respondents can read on how to help a sexually harassed survivor and guide them in seeking help. Also, the platform now allows anyone who has witnessed harassment report the incidents.

Visit the platform here www.floneinitiative.org/ushahidi

USALAMA WA UMA

The program which trains public transport operators on harassment and making the public

service sector professional targeted three areas in 2017, namely, Kayole, Githurai and Embakasi. The program intended to train at least 90 matatu operators, but there was tremendous turnout of more than 90 operators at the end of the year.

The trainings was offered to operators in three public transport routes; Embakasi, Kayole and Githurai 44. Where operators from each route were trained for two days. Training focused on customer service, gender equality and prevention of sexual harassment. The main objective was to help the participants differentiate between gender and sex, to help them understand how it affects daily activities of the operators in the public transport industry.

The program intended to help the participants understand and define violence, its various forms, and its long and short-term effects to the survivors. It intended to guide the participants in understanding and relating between traditional morality and current law and how both address the menace of sexual and gender-based violence (SGBV).

The training intended to help the participants understand and change their attitudes and behaviour towards women and in relationship to

SGBV. Additionally, the operators were trained on stellar customer service during the second day of the training.

Kayole Training

Kayole training was offered to two SACCOs, Kayoline Ltd and KANI. There were 30 participants 25 males and 5 females attended.



Kayole Route Transport Operators Training On Gender Main-streaming

Embakasi Training

Embakasi training was offered to 20 matatu operators from Embassava, Indimanje, NEEMA, Mwihoko and KMO SACCOS

Githurai 44 Training

The training had 42 participants. The participants were from Marimba, Nakathi, KMO, NTA, NEEMA and Himosa SACCO.



Githurai 44 Transport Operators Training On Gender Main-streaming

WOMEN IN TRANSPORT PROGRAM

The Women in Transport or WIT program, is the newest in the organization and aims to empower women working in the public transport

service industry, in order to attract and retain them in the sector. It also aims at making them understand their rights as they work in the public transport industry as women. The program has been welcomed not only in Kenya but also in Uganda, where Flone managed to offer training to WIT in Uganda. The main objectives of the program are identifying advantages of working in the transport industry as female operators; identifying the challenges they face as female operators; Identifying the opportunities of women working in the public transport system in Kenya and identify the challenges hindering them from realizing these opportunities.

Needs Assessment Meeting

The first WIT forum took place on September where Flone was privileged to identify and analyse various needs of the women in the sector. There were 18 women from different SACCOs in Nairobi who attended. The main challenges were, the lack of functional unions, the fear of stigmatization, the fear to advocate for their rights because they could lose their jobs



or be harassed, low levels of education that some of the women possessed and fear of being labelled 'as women who do men's job'.

The participants were in need of training in customer services, training in financial management, needed to be linked to credit providers for trainings and access to credit.

Flone has also launched under the program the Usalama wa Uma curriculum, creation of WIT forum, creating a whatsapp group for easy networking for female operators and making WIT operators to have monthly meetings.

First Aid Training

The training was offered to women in transport by Flone initiative in collaboration with the Kenya Red Cross. The meeting was embraced by women who registered who were about 43, from different SACCOs in Nairobi. The participants were trained on different safety measures at their workplaces. They were trained on how to handle emergency cases in case of an accident and how to report to the police and rescue teams. The main objectives of the training were: the participants to be able to describe the principles of incident management; explain the aims of first



aid at workplace; demonstrate assessment and management of casualties on transit, based on basic first aid principles; demonstrate basic life support skills in a simulated environment; Provide basic life support to casualties; demonstrate how to manage medical emergencies and describe different transportation method and principals.

Bus Rapid Transport Training

This was a one day Bus Rapid Transit (BRT) training for 41 female operators for the WIT program. The training was organized by Flone Initiative and the facilitator was Naomi Mwaura from Institute for Transportation and Development Policy (ITDP).

The goal of this training was to empower WIT operators by equipping them with relevant knowledge on the Bus Rapid Transit that is going to be implemented in Kenya in the next two or so years. This would enable them to prepare and better themselves in taking full advantage of the new opportunities that the Bus Rapid Transit will

provide to them. Thus ensuring that they will not be left jobless upon implementation of the Bus Rapid Transit.

This training was attended by women drivers and conductors from different SACCOs within Nairobi namely: Indi-Manje, Embassava, Marimba, KAKA, Mwiki, Mwirona, KANI, MSL, RUNA, Sowetamu, Stahito, Obamana, Mwamba, Dandora and Eastern Bypass

Uganda Training

The workshop was a four day event that took place on the 4th to 6th in December 2017. The workshop took place at Jevine Hotel, Kampala Uganda. The training aimed at equipping women in transportation with skills that would help them to gain a better understanding of gender based harassment in the transport sector, gender advocacy, customer service, leadership skills and personal finance. The end goal of the trainings was to enable the women to effectively address the challenges they face in the transport sector such as: sexual harassment, discrimination, lack of job security and cut throat competition and thus enable them to thrive in the male dominated sector.



A total of 39 participants were registered. The participants were transport workers drawn from various sectors in Uganda. Flone Initiative provided three facilitators who were experienced in the subject matter and facilitation methodologies. The workshop started with a brief introduction of Flone Initiative and the various programs the initiative is implementing in Kenya such as, Women in Transportation (WIT) and the Usalama Wa Uma program.



ORGANIZATION PROPOSALS

The organization did work on various proposals and budgets with an aim of winning more donor support. The main donor was the Global Fund for Women; who also paid us a visit and we had an opportunity to do a field tour around the Public Vehicle Service (PSV) routes. Some of the proposals included: WIT Proposal and Budget, World Bank Proposal, Safaricom Proposal, Mama Cash Concept Note, Global Youth Empowerment Proposal, Finnish Embassy Proposal, Hivos Proposal and lastly Canadian Proposal and Budget.

FLONE IN THE PRESS

In 2017, Flone was featured on BBC, Forbes Woman, People's Daily Newspaper, Youth Hub Nigeria, UNEP Newsletter, Stop Street Harassment Blog, Abiria Magazine, What's Good Network, Nairobi Planning Innovation.



Awards and Honors & Successes and Transformation

FLONE'S HONORS

The organization was recognized in 2017 by different organizations as an eligible competitor for their awards and being nominated for some and eventually winning others: Gender Award Nominations and Unilever Entrepreneur Award Nomination. The Gender Award was targeting the fastest growing organizations in gender advocacy. The Unilever Award was targeting young visionary entrepreneurs running successful enterprises with minimum resources. In addition, Flone's founder Ms. Naomi Mwaura was recognized and listed by BBC as one of the 100 BBC Women of the Year, as a great change maker in fighting against harassment of women and girls in public spaces.

ACHIEVEMENTS

The greatest achievements in 2016 and 2017 was meeting the target of training more than 90 public transport drivers and conductors from more than 10 SACCOS. In addition, the birth of the WIT program and its expansion to Uganda, which has changed the face of the transport sector by bringing to light the contribution of women as drivers and conductors. Flone Initiative is looking forward to expand its activities to other parts of Kenya and East Africa.



The Baseline survey to assess the prevalence, nature and response to VAWG in the public transport sector in Nairobi County, was conducted by the Flone team who were led by Mr. Paul. It was conducted in selected routes in Nairobi specifically targeting public transport vehicles plying the Nairobi East and North.

The study also found that the most common form of harassment in the selected routes is abusive language . An important factor prompting harassment is attributed to the mode of dressing of female commuters according to majority of the PSV SACCO managers and commuters.

The study statistics indicated that a majority of managers would sack the operators involved, majority of operators would report to the police while most of the commuters would take no action. The study also identified challenges encountered by women in the public transport sector which included harassment by male colleagues and passengers, negative societal attitude towards their job and long hours associated with work in the sector among others. The commuters identified public transport operators as the major perpetrators of VAWG



POLITICAL TENSION AND OTHER RISKS

The trainings were highly affected by the political tension in the country. This led to the postponement of some trainings. In addition, stakeholders' mobilization was a challenge. The participants' recorded low turnout especially women. For the women who attended a majority of them were conductors, hence having minimal representation from female drivers. During the trainings, Flone insisted on women applying for matatu driving posts because they had similar qualifications as men, and there being no hindrance on them to be better drivers. Another risk was on poor time management among the respondents. In response to this, Flone formed a whatsapp group that was used as a central communication point.



2017 Financials and Conclusion

DONORS AND FUNDING

In 2017, the main donor was Global Fund for Women who funded Usalama wa Uma program, Women In Transport and Report It! Stop It! programs with a total of \$18,000. Also the goodwill of the stakeholders made the programs to run smoothly.

CONCLUSION

The year ended with major initiatives accomplished. Despite of the political tension in Kenya, the organization was able to organize its meetings and participate in partners activities. Next year Flone intends to complete pending activities such as the career development training under WIT and Usalama wa Uma. The organization is also looking forward to identifying more partners.



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